

Compliance Declaration

A. Minimum Standards

By signing this document, the business partner of cargo-partner and/or its affiliates commits to comply with the principles and minimum standards as described below. Furthermore, we expect our business partners to communicate the principles laid out herein to their subcontractors and sub-suppliers and to take these principles into account when selecting them:

1. Legal Compliance

We herewith declare to always comply with the laws of the applicable legal systems.

2. Corruption & Bribery

We and our subcontractors and sub-suppliers, including all their staff – will not grant, offer or promise any payment, contribution or gift to any counterparty in the private and/or public sector to illegally or unethically exert influence on decisions of cargo-partner or other company or institution. This includes but is not limited to payoffs, influence payments, bribes, rebates or kickback payments. We do not tolerate such behavior and declare to undertake all possible measures to prevent the above from happening.

3. Fair competition

We act in accordance with national and international competition laws and do not take part in any collusive activities, such as price fixing, market or customer allocation, market sharing or bid rigging with competitors.

4. Fundamental rights of employees

We declare to treat our employees with respect and in a fair and non-discriminating manner and do not tolerate unacceptable treatment such as mental cruelty or sexual harassment. When employing, we always adhere to applicable law and act in accordance to international minimum standards of the ILO and the UN Global Compact as well as the UN declaration of Human Rights. Under no circumstances do we employ workers under the age of 14.

5. Health and safety

We declare to fully comply with applicable national statutes governing health and safety, to control hazards and put greatest effort into the prevention of accidents and occupational diseases. Furthermore we declare to run training for all employees in this regard.

6. Environmental protection

We conduct our operations in a way that minimizes environmental pollution and ensures continuous improvement in environmental protection. We declare to comply with applicable statutory and international standards regarding environmental protection.

7. Conflict minerals

We do not use “Conflict minerals” from banned countries.

B. Compliance Statement

1. We herewith declare that we have received, read and understood the provisions under section A of this Compliance Declaration.
2. We undertake all necessary measures to ensure that our company, all its affiliates or respective officers, directors, employees, agents or business partners acting on our behalf in connection with the business relationship to cargo-partner accept this declaration to the same extent.
3. cargo-partner is allowed to review our compliance with the principles and minimum requirements stated under section A.
4. In case of any potential infringement of this declaration or the standards laid out therein, we undertake to notify cargo-partner without further request as soon as we become aware of the matter.
5. We agree that this declaration is subject to Austrian Law with explicit exclusion of any conflicts of law provisions.
6. In case of preexisting agreements in writing on other jurisdictions, that are still in force, those shall apply opposed to point 5 of this Compliance Statement.

Place, date

Signature

Name (BLOCK CAPITALS), Function

Company Seal

This document must be signed by an authorized representative of the company and returned to cargo-partner within 15 working days of receipt.